

**RESOLUTION AUTHORIZING JULY 1, 2019 - JUNE 30, 2024
PERFORMANCE BASED SUPERINTENDENT'S CONTRACT
BETWEEN THE BOARD OF EDUCATION AND KEN WALLACE**

BE IT RESOLVED, by the Board of Education of Maine Township High School District 207, Cook County, Illinois, as follows:

1. The Board hereby finds that the Superintendent, Ken Wallace, has met the goals of the current July 1, 2015 - June 30, 2020 Performance-Based Superintendent's Contract (the "Current Contract") between Dr. Wallace and the Board and that the Board is, therefore, authorized by law to enter into a new multi-year Performance Based Superintendent's Contract with Dr. Wallace.

2. The Board hereby approves, and authorizes the President and Secretary to sign, an agreement with Dr. Wallace terminating the Current Contract, substantially in the form of the attached Exhibit 1, and establishing a new multi-year Performance Based Superintendent's Contract with Dr. Wallace, substantially in the form of the attached Exhibit 2, for the period July 1, 2019, through June 30, 2024.

3. This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 7th day of January, 2019, by a roll call vote, as follows:

YES: Besler, Collins, Coyle, Lee, Owen

NO: none

ABSENT: Austraco, Sullivan



President, Board of Education

ATTEST:



Secretary, Board of Education

EXHIBIT 1

AGREEMENT TERMINATING JULY 1, 2015 JUNE 30, 2020
PERFORMANCE BASED SUPERINTENDENT'S CONTRACT

The Board of Education of Maine Township High School District 207, Cook County, Illinois, and Ken Wallace hereby agree to terminate the current July 1, 2015 June 30, 2020 Performance-Based Superintendent's Contract effective at the close of the day on June 30, 2019, with such contract to be replaced by a new five-year performance based contract effective July 1, 2019, through June 30, 2024.

This Agreement shall be deemed dated and become effective on the date the last of the parties signs as set forth below.

BOARD OF EDUCATION,
MAINE TOWNSHIP HIGH SCHOOL
DISTRICT 207, Cook County, Illinois

SUPERINTENDENT

By: 
President


Ken Wallace

Attest:


Secretary

Dated: 1/7/2019

Dated: 1/7/2019

EXHIBIT 2

[NEW MULTI-YEAR PERFORMANCE BASED SUPERINTENDENT'S CONTRACT]

PERFORMANCE BASED SUPERINTENDENT'S CONTRACT
Dr. Ken Wallace
(July 1, 2019 through June 30, 2024)

THIS AGREEMENT is made by and between the Board of Education (the "Board") of Maine Township High School District 207, Cook County, Illinois (the "School District") and Dr. Ken Wallace (the "Superintendent").

In consideration of the mutual promises herein contained, the Board and the Superintendent agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8 of the School Code of Illinois (105 ILCS 5/10-23.8) the Superintendent is hereby employed as Superintendent of Schools for the School District under this multi-year contract for a five (5) year period beginning July 1, 2019, and extending through June 30, 2024. The contract year under this contract is July 1 through the succeeding June 30 of each year.

2. **PERFORMANCE GOALS AND MEASURES TO DETERMINE SUCCESS.** This is a performance based contract, for which the initial goals and preliminary indicators of performance are set forth in Exhibit A (the "Domain Goals"). Annual goals (the "Annual Goals") shall be developed each year by July 31 and reviewed and approved by the Board by September 15. The Annual Goals should be aligned with the Domain Goals but shall include more detailed goals for the incremental progress to be attained by the following June 30. It is expected that all of the Domain and Annual Goals (collectively, the "Goals") will be achieved by the end of the contract, unless otherwise modified by the Board, in consultation with the Superintendent, due to unexpected circumstances or a decision by the Board to delete or substantially modify any of the Goals as it determines to be appropriate. As part of the Superintendent's annual evaluation, the Superintendent and the Board will review progress toward

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achievement of the Goals. The Board and the Superintendent will also strive to conduct interim reviews several times each contract year at the request of the Superintendent and/or Board and as the business of the Board permits. A comprehensive final review of achievement of the Goals will take place by no later than January 31 of the last year of this contract or at such earlier time as requested by the Board or the Superintendent.

If the Board, during the term of this contract, determines that the Superintendent has substantially achieved the Goals, the Board shall consider extension of this contract, or a new contract, up to an additional five years effective from the end of the applicable year of this contract and inform the Superintendent of its decision as part of the completion of the evaluation process or at such earlier time as the Board determines to be in the best interests of the School District. The decision whether to extend or offer a new contract during, or at the end, of this contract is in the sole discretion of the Board.

3. **DUTIES.** The duties of the Superintendent shall be those duties prescribed by the laws and regulations of the State of Illinois and by the rules, regulations and directions of the Board, all of the foregoing as may be amended or modified from time to time, and those duties which are customarily or necessarily incidental to the position of Superintendent.

4. **SALARY.** The Board, as compensation for the duties set forth in this contract, will pay the Superintendent an annual base salary of TWO HUNDRED FIFTY FOUR THOUSAND THREE HUNDRED EIGHTY AND NO/100 (\$254,380.00) DOLLARS beginning with the 2019-2020 contract year, payable in equal installments in accordance with the policies of the Board governing payment of salary to other professional staff members in the District. The annual base salary shall be increased in later contract years over the previous contract year as follows:

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<u>Contract Year</u>	<u>Percentage Increase</u>
2020-21	2.5
2021-22	2.5
2022-23	2.5
2023-24	2.5

However, if any of the above-stated percentage increases are more than two times the percentage increase in the Consumer Price Index (CPI) applicable to the District under the Property Tax Extension Limitation Law for the corresponding contract year, then the percentage increase for that contract year will be two times the CPI percentage increase but no less than 2% and not more than the percentage increase set forth above. The Board reserves the right to increase from time to time the salary and other benefits payable hereunder, based upon performance evaluation, without entering into a new contract or extending the term of this contract.

5. **MERIT PAY.** The Superintendent shall be eligible for Merit Pay based upon making exceptional progress toward attaining the Goals and/or rendering extraordinary service, which attainment and the amount, up to the maximum set forth below, shall be determined in both cases in the sole and absolute discretion of the Board as part of its annual evaluation of the Superintendent.

The amount of the Merit Pay for the 2019-20 contract year shall be a maximum amount of TWENTY FIVE THOUSAND AND NO/100 (\$25,000.00) DOLLARS. The maximum Merit Pay shall increase in each subsequent year of the contract by ONE THOUSAND AND NO/100 (\$1,000.00) DOLLARS.

6. **TRS CONTRIBUTION.** In addition to the salary and Merit Pay provided for in paragraphs 4 and 5 above, the Board shall pick up and pay on the Superintendent's behalf, the Superintendent's entire contribution to the Illinois Teachers' Retirement System ("TRS") at the

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rate established by TRS under Section 16-152.1 of the Illinois Pension Code as of the effective date of this contract and the Superintendent's contribution to TRS, at the rate established by law as of the effective date of this contract, for the Teacher Health Insurance Security (T.H.I.S.) Fund program. Increases in the foregoing rates shall be picked up and paid by the Board on the same basis as for Cabinet level administrators in the sole and absolute discretion of the Board.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on the Superintendent's behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended, or other applicable law. The Superintendent shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Teachers' Retirement System.

7. VACATION: The Superintendent shall receive twenty-two (22) working days of vacation annually at full pay, exclusive of holidays. Vacation days shall vest on the first day of each contract year. The Board of Education President shall be advised in advance of all vacations, and prior approval of the Board President is required for all vacations which are more than three (3) consecutive working days in length. The Superintendent may accumulate unused vacation beyond the current maximum of forty-four (44) days permitted for other Cabinet level administrators, including, and carrying forward, all vacation days accumulated as an employee of the Board as of June 30, 2019, not to exceed sixty-nine (69) days. Beginning July 1, 2019, the Superintendent shall be permitted to sell back to the District up to ten vacation days annually at his daily rate of pay, five of which shall be deemed to reduce his accumulated vacation days (but not below 44 days); otherwise, all vacation must be taken in the contract year earned, and thereafter shall not be taken, compensated, or considered as accumulated without the approval of the Board. Should this contract be terminated for any reason or in any manner whatsoever, the Superintendent

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shall be paid for all earned and accumulated but unused vacation days from the contract year in which termination takes place at the per diem rate of his then-current salary, up to the sixty-nine (69) day maximum set forth above. Payment shall be made within thirty (30) days of the later of the Superintendent's last day of work or last regular paycheck. The per diem rate of pay shall be determined by dividing his then-current annual base salary by 260.

8. **SICK LEAVE, SICK LEAVE BANK, OTHER LEAVES AND DISABILITY.**

The Superintendent shall be granted twelve (12) days of sick leave each contract year. All of such leave shall be cumulative to the maximum allowable for Cabinet level administrators, including the sick leave days previously accumulated by the Superintendent.

Should the Superintendent become physically or mentally disabled from performing any substantial duty permanently or for a period of ninety (90) calendar days in any 180 calendar-day period, the Board may, at its option, terminate the Superintendent's employment upon thirty (30) days' written notice to the Superintendent and the opportunity for a hearing before the Board on the issues of disability and performance. Upon termination for this reason, the Board shall pay the Superintendent for all accumulated but unused sick leave, up to a maximum amount of THIRTY THOUSAND AND NO/100 (\$30,000.00) DOLLARS, and, if permitted by the District's health and life insurance program, continue such insurance at its expense for a period of sixty (60) days after termination. This sixty-day period shall be included in the calculation of the time period available for continuation coverage (commonly referred to as COBRA coverage) under the Internal Revenue Code of 1986.

The Board, at its cost, shall provide disability insurance for the Superintendent in accordance with the basic disability insurance coverage provided by the Board for Cabinet level

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administrators, as the same may be amended or modified from time to time, at the sole discretion of the Board, provided the Superintendent meets the ordinary requirements of the insurer.

The Board shall provide the Superintendent with bereavement leave and personal leave on the same basis as provided for Cabinet level administrators, as the same may be modified from time to time at the sole discretion of the Board.

9. **MEDICAL EXAMINATION.** The Superintendent shall submit to a comprehensive health examination by no later than January 15 of each contract year. The cost of such health examination shall be borne by the Board up to a maximum amount of EIGHT HUNDRED AND NO/100 (\$800.00) DOLLARS after application of the proceeds of the Board's health insurance benefits. The Superintendent shall further submit to, and furnish the Board with reports of, such health examinations as the Board may from time to time require at its expense and as it deems necessary in accordance with Section 24-6 of the Illinois School Code.

10. **HEALTH INSURANCE.** The Board shall provide hospital, surgical, major medical, and dental insurance coverage for the Superintendent and members of the Superintendent's immediate family during the term of this contract, in accordance with the basic insurance program provided by the Board for Cabinet level administrators, as the same may be amended or modified from time to time at the sole discretion of the Board.

Upon the Superintendent's regular retirement from the District through TRS after June 30, 2021, or, if earlier, disability retirement through TRS, and to the extent permitted under the Board's insurance plan, the Board shall contribute to the premium cost for the Superintendent's and his spouse's, Kristy Wallace, continued participation in the Board's health insurance program for administrators. As to his coverage, the participation and contributions for the Superintendent shall continue until he reaches the age of Medicare eligibility and, as to Mrs. Wallace's coverage, until

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she reaches the age of Medicare eligibility. The Board's contribution toward the premium cost of such participation shall be on the same basis as if the Superintendent were working. If the Board's health insurance program does not permit such participation, then the Board shall pay the premium cost for participation of the Superintendent and Mrs. Wallace, for the same period of time as set forth above, in the State of Illinois health insurance program for retired teachers as offered through TRS, not to exceed the premium cost paid by the Board if the Superintendent and Mrs. Wallace continued participation in the Board's health insurance program.

11. **DEFERRED COMPENSATION.** The Superintendent may elect, within the limits permitted by law, that a portion of the compensation set forth in paragraph 4 and/or 5 above be paid into a tax sheltered annuity pursuant to the Board's Section 403(b) plan and/or any deferred compensation plan offered by the Board pursuant to Section 457 of the Internal Revenue Code of 1986, as amended. The cost of the contribution to the annuity or plan shall be deducted from the Superintendent's annual compensation and shall not require an expenditure of funds by the Board above the amount paid to the Superintendent in the form of salary.

Each contract year, the Board shall make a non-elective contribution to its 403(b) annuity plan in addition to the Superintendent's compensation provided for in paragraphs 4 and 5 above. The non-elective contribution for the 2019-20 contract year shall be the maximum permitted by law as of January 1, 2020. The non-elective contribution shall be increased each contract year after the 2019-20 contract year consistent with, but not to exceed, the corresponding increases in base salary provided for in paragraph 4 above or, if less, to the maximum amount permitted by law for non-elective contributions as of January 1 of the applicable contract year. The contributions shall be made in equal amounts prorated over the pay periods for the applicable contract year beginning with the January 15 paycheck of each contract year.

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12. **LIFE INSURANCE.** The Board, at its cost, shall provide the Superintendent with group term life insurance on the same basis as for other Cabinet level administrators with a death benefit of the greater of \$400,000 or two times his salary, rounded to the nearest thousand, up to a maximum of \$500,000, provided the Superintendent meets the ordinary requirements of the insurer. The Superintendent shall be allowed to name all beneficiaries under this policy and may, to the fullest extent permitted by the insurer, and at his cost, become the owner of the policy upon termination of employment. The group term life insurance, other than the amount, may be modified or amended from time to time at the sole discretion of the Board on the same basis as for other Cabinet level administrators.

13. **RESIDENCY IN DISTRICT 207.** The Superintendent shall maintain residency in the School District for the duration of this contract; provided, however, upon written request from the Superintendent, the Board shall consider waiving this requirement so long as the Superintendent resides in sufficient proximity to the School District to permit the Superintendent to satisfy the Board's expectation of the Superintendent's active participation in the affairs of the schools and the school communities.

14. **AUTOMOBILE/TRAVEL EXPENSES.** The Board shall provide the Superintendent with an automobile expense reimbursement stipend of EIGHT HUNDRED AND NO/100 (\$800.00) DOLLARS per month for travel within the School District and the Chicago metropolitan area. Business use of his automobiles outside of this area shall be reimbursed on the same basis as for Cabinet level administrators. The stipend shall be reported as income to the extent required by law. The Superintendent shall provide the automobiles used in the performance of his duties and insure them with an insurer and in amounts and coverages reasonably satisfactory to the Board. In addition to the automobile reimbursement stipend, the Board shall reimburse the

Superintendent for other transportation costs on the same basis as for other Cabinet level administrators and within the constraints established by the annual budget of the Board.

15. **MEMBERSHIP.** The Board shall pay the membership fees for the Superintendent's membership in local civic organizations acceptable to the Board and to the Illinois Association of School Administrators and the American Association of School Administrators.

16. **LICENSE.** The Superintendent shall furnish to the Board, before beginning employment under this contract, a valid and appropriate license to act as Superintendent of Schools. Such license shall be maintained at all times during the term of this contract.

17. **EVALUATION.** Annually, on or before June 15 of each contract year, the Board shall review with the Superintendent the Superintendent's progress toward meeting the Goals and assess the working relationships among the Superintendent, the Board, the faculty, the staff, and the community; provided, however, in the last year of this contract, the review shall take place on or before January 31 as provided in paragraph 2 above.

18. **OTHER WORK.** The Superintendent shall confine professional and employment activities to the business of the School District except to the extent permitted in this paragraph or approved in advance by the Board. On an occasional, short-term basis reported in advance to the Board's President, the Superintendent shall be permitted to undertake writing and speaking engagements, teach a class or seminar and serve as a consultant to other school districts or educational agencies. The Superintendent may be compensated for such permitted activities without loss of pay under this contract provided the activities are predominantly accomplished on vacation, holiday or other nonworking time. The foregoing permitted activities shall not interfere or conflict with the performance of the Superintendent's duties under this contract nor shall the

provisions of this paragraph operate to prohibit the Superintendent from participating in professional development or other activities necessary to maintain certification.

19. **PROFESSIONAL ACTIVITIES.** The Superintendent shall be expected to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints as approved by the Board, the cost of attendance shall be paid by the Board. As part of the annual evaluation process provided for in paragraph 17 above, the Superintendent shall present to the Board President a written summary of professional meetings attended by the Superintendent during the previous twelve-month period.

20. **TENURE.** By accepting this contract, the Superintendent waives any rights granted him under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time, for the term of this contract.

21. **TERMINATION FOR CAUSE DURING THE TERM OF THE CONTRACT.** In the event the Board intends to terminate this contract before its expiration for cause, the Board shall give the Superintendent written notice of such intention, together with a statement of the reasons for termination. Cause includes, but is not limited to, incompetency, negligence, insubordination or immorality as set forth in Section 10-22.4 of the Illinois School Code, other substantial shortcomings contrary to the best interests of the School District or material breach of this contract. Within ten (10) days after receipt of such notice, the Superintendent may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Superintendent, the Board may suspend the Superintendent with pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Superintendent's employment.

22. **NON-RENEWAL WITHOUT CAUSE AT THE END OF THE TERM OF THE CONTRACT.** In the event the Board or the Superintendent decides not to renew this contract at the end of its term, notice of such intention and an opportunity for a closed session hearing shall be given in accordance with Section 10-21.4 of the Illinois School Code; provided, however, if the Superintendent notifies the Board in writing by no later than December 15 of the last year of this contract of the Board's obligations under Section 10-21.4, then the date in the last year of this contract by which the Board shall give the Superintendent notice of such intention shall be February 15. Otherwise, the Superintendent shall notify the Board of its obligations by March 1, and the Board shall give notice of intention not to renew this contract by April 1, of the last year of this contract. If the Superintendent timely gives notice of the Board's obligations and the Board then fails to give the Superintendent timely notice in accordance with this paragraph, this contract shall be automatically extended for one additional year as provided in Section 10-21.4, although the Board may, in its sole discretion, assign the Superintendent to perform other certificated administrative duties during the extended year.

23. **BACKGROUND INVESTIGATION.** This contract is contingent on completion from time to time, as designated by the Board with reasonable cause, of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and other applicable laws, such as for DCFS, or equivalent, pending investigations or indicated findings. If the investigation discloses information which would prohibit employment or call into question the Superintendent's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract on 10 days' written notice to the Superintendent.

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24. UNILATERAL TERMINATION BY THE SUPERINTENDENT. The Superintendent may, at the Superintendent's option, unilaterally terminate this contract during its term, subject to the following. In the event of unilateral termination with at least one-hundred-eighty (180) days' notice to the Board and an effective date at the end of the contract year, the Superintendent shall pay to the Board TWENTY THOUSAND AND NO/100 (\$20,000.00) DOLLARS, which relates to some of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. In the event of unilateral termination with less than one-hundred-eighty (180) days' notice or an effective date not at the end of the contract year, the Superintendent shall pay to the Board, as liquidated damages, TWENTY-FIVE THOUSAND AND NO/100 (\$25,000.00) DOLLARS, which relates to much of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. The foregoing amounts shall be waived entirely if the Superintendent gives notice of unilateral termination no later than November 1, 2021, with a date of resignation on June 30, 2022, or no later than November 1, 2022, with a date of resignation on June 30, 2023, and, in either case, assists the Board in its search for, and transition to, his successor. The payment of liquidated damages by the Superintendent under this paragraph shall be the Board's exclusive remedy for any claims of breach of this contract due to the Superintendent's unilateral termination. However, this paragraph does not apply in the event that the parties mutually agree to end this contract or to termination for disability which qualifies the Superintendent for temporary or permanent disability benefits from the Illinois Teachers' Retirement System.

25. NOTICE. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal

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service or by first class mail, registered or certified, return receipt, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail, as provided above, shall be deemed made upon deposit in the mail.

If to the Board:

President, Board of Education
Maine Township High School District 207
1177 Dee Road
Park Ridge, IL 60068

With a copy to:

President, Board of Education
Maine Township High School District 207
[at his or her last known home address]

If to the Superintendent:

Dr. Ken Wallace, Superintendent
Maine Township High School District 207
1177 Dee Road
Park Ridge, IL 60068

With a copy to:

Dr. Ken Wallace
[at his last home known address]

26. **SEVERABILITY**. In the event any part of this contract is declared void or unenforceable by a court of competent jurisdiction, such portion shall be severed from this contract and the remainder shall continue in full force and effect.

27. **COMPLETE CONTRACT**. This contract sets forth all of the promises, agreements, conditions, and understandings between the parties relative to the Superintendent's employment by the Board. No modifications of this contract shall be binding on the parties unless in writing and duly approved and signed by each party. This contract shall be binding on the heirs,

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executors, and successors of the parties, and shall become effective as of the date the last of the parties signs this contract, as set forth below.

BOARD OF EDUCATION, MAINE
TOWNSHIP HIGH SCHOOL
DISTRICT 207, Cook County, Illinois

SUPERINTENDENT

By:



President



Dr. Ken Wallace

Attest:



Secretary

Dated:

1/7/2019

Dated:

1/7/2019

EXHIBIT A
TO THE JULY 1, 2019 THROUGH JUNE 30, 2024
PERFORMANCE BASED SUPERINTENDENT'S CONTRACT
BETWEEN THE BOARD OF EDUCATION OF
MAINE TOWNSHIP HIGH SCHOOL DISTRICT 207
AND DR. KEN WALLACE

GOALS

Domain Goal 1 - Provide leadership in the improvement of the District instructional program to improve how we serve students not only during high school, but also by increasing our students' opportunities for success after high school.

Measures to determine success:

1. Continue to improve instruction in every classroom by advancing our innovations in adult learning to provide the highest quality instruction possible and to take full advantage of the Hybrid schedule as well as our participation in the state's academic competency pilot.
2. Continue to grow our career and college advisement program to provide each student the best possible career and college advice to help insure the best student and family decision making possible including through career experiences and in return on Investment post high school education advisement.
3. Continue the expansion of our college and career courses in District to 207 to increase students' abilities to achieve industry certification and transcribed college courses that have currency for students once they leave District 207. Work toward providing the ability for students to acquire an Associates Degree before they leave high school through the expansion of our offerings.

Domain Goal 2 - Oversee the financial condition of the School District and recommend regularly to the Board steps to preserve prudent fund balances while maintaining and upgrading facilities and programs as needed.

Measures to determine success:

1. Continue to operate balanced budgets and sustain a prudent fund balance to allow for cash on hand to handle unforeseen building issues that require immediate attention as well as to avoid short-term borrowing for day-to-day District expenses.
2. Remain diligent in finding economic efficiencies whenever possible, including through competitive bid processes and regular review of contracts and spending in all areas that might need to be adjusted.

Domain Goal 3 - Oversee management of the District's ongoing building projects to insure that the District's buildings are improved, modernized and made safer in accordance with the referendum that passed in the District 207 community in November of 2018.

Measures to determine success:

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1. Assemble a team to manage the project. This will include key District personnel as well as architects, construction managers and financial advisors.
2. Communicate with the various stakeholders about the process to insure transparency as well as to inform our communities about the projects, their timelines and any adjustments that will need to be made at our locations to accommodate our students and staff.
3. Provide oversight of the projects to insure that they are done in the most effective and efficient manner possible taking into consideration all of the many variables that will go into completing projects of this scope.

Domain Goal 4 - Improve our communications strategies to help the community better understand the front line innovative work happening in District 207.

Measures to determine success:

1. Continue expansion of our regular "207 News" that we began this year to communicate more regularly with our school communities.
2. Develop direct mail District 207 information to our entire school community at least once annually.
3. Regular Superintendent blogging as well as District video production to share our stories digitally.

Domain Goal 5 - Provide effective leadership during any unforeseen community, legal and/or personnel issues. These duties include, but are not limited to, effective communication with board and all other appropriate audiences, effective problem solving and application of state or federal law, school policy or Illinois School Code.

Measures to determine success:

1. Improve staff training on legal issues relating to school governance, including, but not limited to appropriate staff and student discipline protocol.
2. Continued Alert, Lockdown, Inform, Counter, Evacuate (ALICE) training to continue to develop building readiness to maintain secure buildings.